

## Curso Supervision Eficaz Ta Yu da Supervisornan Cumpli Mehó cu Nan Trabao

Dia 30 di Januari 1978, un curso "Supervision Eficaz" a cuminsa pa un grupo di 22 supervisor di refinaria y oficina. E participantenan, kendenan a ser nombrá door di nan respectivo departamentonan pa e programa di un siman aki, a atende e curso den Administration Building, Klas 2. Un segundo grupo di 21 supervisor, a participa den un curso similar durante siman di Februari 7.

Ambos sesion a ser habri door di Vice Presidente Roy M. Douglas, kende a bisa participantes cu e contenido di e curso ta directamente relaciona cu nan responsabilidatnan diario como supervisor, y si tur supervisor adquiri y aplica e habilidatnan pa haci nan trabao mas eficazmente, Lago — como resultado di esey —

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Eighteen-year-old Vianca Hoek receives a hearty kiss from acting Lt. Governor Frans Wernet who crowned her Aruba Carnival Queen 1978. Vianca, who is daughter of Felix Simplicio Hoek of Process-H.D.S., is surrounded here by Prince Craps (Maikito Croes), 1977 Carnival Queen, Helene Croes, First Runner-up Evelyn Merryweather and Pancho Bacarat (Randy Thiel).



R. A. Reitz



T. R. Clapp

## Clapp, Reitz Head New Departments Feb. 1

To improve the alignment of Lago's departmental organization with Lago's affiliate and operating responsibilities, the former Technical Department has been organized into two new departments — one handling technical and engineering matters and the other handling business planning, supply coordination and commercial matters. This reorganization became effective Feb. 1, 1978.

T. Robert (Bob) Clapp, formerly Technical Department Manager, has become Manager of the new Business Planning and Supply Department. The Economics and Planning Division and the Crude and Products Coordination

Division will report to Mr. Clapp. Mr. R. M. Douglas, Vice President-Staff, has contact responsibility for the new department.

Richard (Dick) A. Reitz, formerly Assistant Technical Department Manager, has become Manager of the new Technical Department.

The following divisions report to Mr. Reitz: Laboratory; Mathematics/ Computers/Systems; Mechanical Engineering; Process Technical Services, and Project Development. This department is also responsible for the Environmental and Energy Conservation Group, the Oil Loss Task Force and

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## Exxon's Largest ULCC "Esso Pacific" Moors At Lago's Reef Berth - 2

Early in the morning of Wednesday, February 8, the "Esso Pacific", world's fifth largest tanker afloat and one of Exxon's two largest ULCC's, was successfully tied to Lago's Reefberth-2. The 508,000 DWT vessel is 1400 ft. long, 233 ft. wide and has a draft of 83 feet.

The docking maneuver was performed by Docking Master Marcel van Doremalen assisted by three Lago tugs "Esso San Nicolas", "Esso Oranjestad" and "Esso Santa Cruz" commanded by Tug Masters Pedro Semeleer, Dominico Rasmijn and Richard Simon, with additional assistance from a chartered tug.

The vessel, which brought about 3.7 million barrels of Persian crude, was moored by Efrain Maduro, Joaquin Lumenier, Antonio Krozendijk, Henry Cranston, Rudolfo Ridderstap, Rudolfo Angela and Miguel Fuentes of Oil Movements and Shipping.

Owned by Esso Tankers, Inc., the "Esso Pacific" was built in Japan in 1977. This was her maiden trip following a more than six-week voyage which originated from the Persian Gulf.

**ARUBA**Lago Oil & Transport Co., Ltd.  
Aruba, Netherlands Antilles

## Exxon su ULCC Mas Grandi "Esso Pacific" Ta Mara Na Lago su Reef Berth-2

Mainta tempran ariba Diarazon, 8 di Februari, e "Esso Pacific", e di cinco tankero aflote mas grandi di mundo y uno di Exxon su dos ULCCnan mas grandi, cu exito a ser mará na Lago su Reef Berth-2. E tankero aki di 508,000 ton tin un largura di 1400 pia, un hanchura di 233 pia y su calado ta 83 pia.

E maniobra di dokmento a ser haci door di Docking Master Marcel van Doremalen, asisti door di tres tug di Lago "Esso San Nicolas", "Esso Oranjestad" y "Esso Santa Cruz", bao comando di Tug Masternan Pedro Semeler, Dominico Rasmijn y Richard Simon, cu yudanza adicional di un remolcador gecharter.

E tankero, cual ■ trece como 3.7 million barí di crudo di Persia, a ser mará door di Efrain Maduro, Joaquin Lumenier, Antonio Krozendijk, Henry Cranston, Rudolfo Ridderstap, Rudolfo Angela y Miguel Fuentes di Oil Movements and Shipping Division.

"Esso Pacific", cu ta propiedad di Esso Tankers, Inc., a ser construí na Japon na 1977. Esaki tabata su prome viahe despues di ta ariba lamá seis siman ariba un viahe cu a cuminsa na Golfo di Persia.

Crude & Products Coordination and Economics and Planning Divisions in Technical Department.

Rich will be accompanied by his wife Marilee in his new assignment in Coral Gables.

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E. G. del Valle



R. O. Davies

## Ed del Valle, Rich Davies Accept New Positions With Esso Inter-America, Inc. in Coral Gables

In March, Eduardo (Ed) G. del Valle and Richard (Rich) O. Davies will both transfer to Esso Inter-America, Inc., Coral Gables, Florida.

Ed, currently Division Superintendent in Process - Utilities, has accepted the position of Senior Adviser in the Logistics Department. In that function he will be dealing with pricing questions and a broader spectrum of supply analysis work. Ed will report to his new job during the first week of March.

A Ph. D. graduate in Chemical Engineering from the Louisiana State University, Ed worked almost three and a half years with the Exxon MCS Department in Florham Park, New Jersey before joining Lago in 1973. He held several positions in Lago's Technical Department before transferring to the Process Department as Utilities Division Superintendent in September last year.

Accompanying Ed to his new work location are his wife Margarita, daughter Margarita (11) and sons, Eduardo (10) and Francisco (5).

Rich Davies will be working as Senior Adviser at EIA's Corporate Planning and Economics Department. He

will begin his new assignment about March 15.

Rich holds a B.S. degree in Mechanical Engineering and an MBA from the University of Chicago.

At present Crude & Products Coordination Superintendent in the Technical Department, Rich came to Lago in July 1972 after working three years with the Corporate Planning Corporation in New York City.

Prior to assuming his present responsibilities in September 1976, Rich had held a number of positions in the



The stately "Esso Pacific", here moored at Reef Berth-2, is one of Exxon's two largest ULCC's and the fifth largest in the world. The huge ship arrived in Aruba February 8. E impresionante "Esso Pacific", mará aki ■ Reef Berth-2, ta uno di Exxon su dos ULCCnan mas grandi y ■ di cinco mas grandi di mundo. E barco gigantesco aki a yega Aruba ■ di Februari.

**Clapp, Reitz**

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Energy Conservation Project Group. Mr. J. R. Gibbs, Vice President - Operations has contact responsibility for the Technical Department.



The first group (above and below) attending the course included Miss Beatriz Ilias from Venezuela.



At left, Carlos de Cuba during a session on communication. At right, Vice President Roy M. Douglas during opening remarks.



### Curso Supervision Eficaz

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por bira un mehor organizacion.

E programa aki di desaroyo supervisorio, antes yamá curso "Gerencia Eficaz", a ser originá na Exxon, U.S.A. y a ser adaptá segun Lago su necesidadnan.

E curso Supervision Eficaz e biaha aki a ser duná door di George Hudanish di Esso Caribbean, Coral Gables, y Carlos Z. de Cuba di Lago Employee Relations - Training Section, kende tambe a coordina e programa di entrenamiento. George a trata e topiconan: Kiko Gerencia Ta, Tumañmento di Decision en Grupo, Revista di Actividadnan Supervisorio, Habilidadnan Supervisorio, Analisis di Inventario Supervisorio di Test di Comunicacion y Inventario Supervisorio di Relacionnan Humano. Carlos a presenta e programacion na e promer sesionnan, y a cubri e topiconan: Motivacion, Comunicacion: (Un direccion versus dos direccion, Stereotipo y No-Verbal; Significacionnan ta den Persona; Scuchamento Eficaz), Discusionnan Eficaz y Evaluacionnan Eficaz y Evaluacion di Actuacion, Guía y Orientacion y Revista di Estilo Personal.

Otro instructornan, kendenan a participa den e curso ariba base di un solo tópico, tabata: Hank W. Bryce

(Operacionnan di Compania) Higinio A. Kelly (Seguridad pa Supervisornan), Rey Farro (Mehoramiento di Metodonan di Trabao), Henry Coffi, Eddy Thode y Joaquin Croes (Relacionnan Laboral) y Rosendo Nicolaas (Beneficionan).

E programa di Supervision Eficaz, anteriormente duná den dos fase, a ser haci compacto door di duna supervisornan participante preparacionnan pa curso den forma di formulacionnan pa nan yena. E asignacionnan completá a ser entregá durante e promer sesion di e curso y a ser discuti durante di e siman.

Durante ambos sesionnan di un siman, cada grupo a ser dividí den tres team pa duna miembranan di e mesun departamento oportunidad pa discuti y analiza varios tópico relacioná cu nan situacion específico di trabao. Puntonan principal a ser enfatiza door di presentacion di charts, vugraphs y pelicula.

E curso lo beneficia supervisornan den hopi manera, pero principalmente den yuda nan haya mas confianza door di un mehor comprendemento di nan responsabilidadnan di trabao y den e desaroyo di nan habilidadnan den trata cu nan personal y den e tratamiento eficaz di nan situacionnan diario di trabao.

## Effective Supervision Course Helps Supervisors Carry Out Job Responsibilities Better

On January 30, 1978, an "Effective Supervision" course began for a group of twenty-two refinery and office supervisors. The participants, who were nominated by their respective departments for this one-week program, attended the course in the Administration Building, Classroom 2. A second group of twenty-one supervisors attended a similar course during the week of February 7. Both sessions were opened by Vice President Roy M. Douglas, who told course participants that the contents of this course were directly related to their day-to-day responsibilities as supervisors, and if all supervisors acquired and applied the skills to perform their job more effectively, Lago would as a result become a more efficient organization.

This supervisory development program, formerly called Effective Management Course, was originated by Exxon, U.S.A. and has been adapted

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Instructor George Hudanish discusses one of the course topics with one of the participants.





*Children's Carnival  
San Nicolas - Oranjestad*





*Carnaval di Mucha  
San Nicolas - Oranjestad*





Carnival Queen candidates as they awaited the jury's decision in the Wilhelmina Stadium February 2, are (l to r): Maureen Busby (Marines), Rita Werleman (Connie Francis), Mada Jacopucci (Esso Club), Mayra Rojas (Sta. Cruz), first runner-up Evelyn Merryweather (Tivoli), Sharisa Fijnje (Caribe), Lucia Boekhoudt (Paradera), Aruba's Carnival Queen Vianca Hoek (Oranjestad), Gladys Tromp (Dakota), Myrna Winterdaal (Pos Chiquito), Esthe Vrolijk (Caiquetio), Yvette Koolman (Savaneta), Esmeralda Wever (Brazil), Mena Fran (Noord), Gail Rodriguez (San Nicolas) and Yolanda Everon (Amity Organization).



Vianca Hoek was elected Carnival Queen from among sixteen candidates

Vianca Hoek a ser eligi Reina di Carnaval for di entre 16 candidatas.

## Grand Carnival Parades

February







Part of the group of nineteen youth queen candidates who competed for the 1978 Youth Carnival Queen title on January 25. In the center is Connie Irausquin, the Juliana School candidate, who won the title.

hearti di e grupo di diez-nuebe candidata cu a competi pa e titulo di Reina di Carnaval anubini 1978 ariba 25 di Januari. Den centro a Connie Irausquin candidata di Juliana School, kende a gana e titulo.



Lago's President John R. Gibbs crowned the tearful, but happy new youth queen. At left runner-up Arlette Alexander, and at right, 1977 Youth Carnival Queen Maristella Geerman. Below, Modesto Ruiz, President of the Youth Carnival Committee, congratulates the radiant Youth Queen, Connie Irausquin.

# San Nicolas - Oranjestad

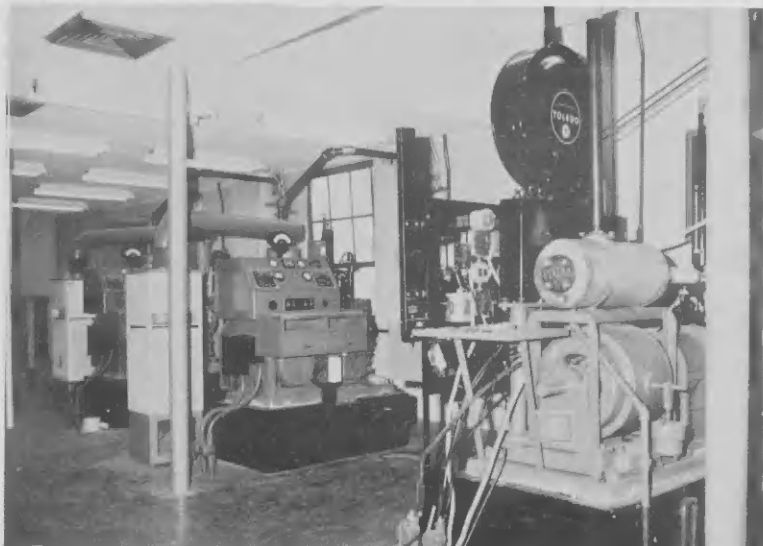
5, 1978











New knock testing units, housed in the new air-conditioned testing area in the Labs, are faster and easier to operate.

E unidatnan nobo di "knock testing" cual ta den un lugar nobo aire-acondiciona den Laboratorio, ta mas rapido y facil pa opera.



Max Fingal of the Labs with one of the units which determine knock characteristics of gasoline products.

Max Fingal di Laboratorio cu uno e unidatnan pa determina e característica di "knock" di producto di gasoline.

## New Knock Testing Units Installed in the Laboratories Ensure Faster Results, Better Control of Gasoline Product Quality

As part of the improvement program for the Technical - Laboratories, three new knock testing units have been installed in the recently constructed knock testing area in the Lab Building. The new testing units will replace five units which are now over 35 years old. These units, which were originally housed in the old Knock Testing Lab where the Naphthenic Acid Still is now located,

are outdated and will be dismantled.

Knock engines are used daily at Lago to determine or measure the anti-knock quality of gasoline products, a matter of prime importance. If anti-knock is too low, knock occurs. Knock is a high pitch metallic rapping noise. In addition to being audibly annoying, in severe cases, knock may result in considerable engine wear and tear.

The new electronically-controlled units, which are essentially test engines to determine the octane number of gasolines, are faster and easier to operate. They are motorized, in comparison to the former manually operated engines, require less maintenance and cut down testing time. Tests which were previously done in 45 — 60 minutes, can now be completed in an average of 30 minutes. The new units also use a so-called PBON (Push Button Octane Number) which collects test data and automatically optimizes carburetion and compression.

One of the units will be used to determine the knock characteristics of motor gasolines by the Research Method. The other unit, which is similar in design, will determine the characteristics of motor and aviation gasolines by the Motor Method. The third and largest unit will determine the knock characteristics of aviation gasolines by the Supercharge Method. The knock testing units used for the Research and Motor Methods consist each of a single-cylinder engine of continuously variable compression ratio, with suitable sample loading, accessory equipment and instruments, mounted on a stationary base.

The difference between the Research and Motor Method are the standard operating conditions required during testing. Conditions such as engine speed, intake air temperature, mixture temperature and spark advance are different between the two methods.

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### Effective Supervision Course

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to Lago's needs. The course was conducted at Lago in 1972 and 1974.

The Effective Supervision Course was this time taught by George Hudanish of Esso Caribbean, Coral Gables, and Carlos Z. de Cuba of Lago Employee Relations - Training Section, who also coordinated the training program. George handled the subjects: What Management Is, Group Decision Making, Supervisory Activities Review, Leadership Skills, Analysis of Supervisory Inventory Communications Test and Supervisory Inventory of Human Relations.

Carlos presented the Mechanics of the Program at the first session, and covered the topic on Motivation, Communications: (One-Way versus Two-Way, Stereotyping and Non-Verbal; Meanings are in People; Effective Listening), Effective Discussion and Performance Appraisal, Coaching and Orientation and Personal Style Review.

Other instructors, who participated in the course on a one-subject basis, were: Hank W. Bryce (Company Operations), Higinio A. Kelly (Safety for

Supervisors), Ray Farro (Work Methods Improvements), Henry Coffi, Eddy Thode and Joaquin Croes (Labor Relations) and Rosendo Nicolaas (Benefits).

The Effective Supervision Program, formerly given in two phases, was compacted by giving participating supervisors pre-course preparation in the form of questionnaires. The completed assignments were turned in at their first course session and discussed during the week.

During both week-long course sessions, each group was split into three teams to give members of the same department the opportunity to discuss and analyze various topics concerning their specific job situation. Main points of the course were emphasized by presenting charts, vu-graphs and films.

The course will benefit the supervisors in many ways, but mainly in helping them gain more confidence through a better understanding of their job responsibilities, and in the development of their skills in dealing with their people and in the effective handling of every-day work situations.

Four Fire Training Courses were given at Lago's Fire Training Facilities in January. Sixteen Volunteer Firefighters, five Lago Police members and two Government Fire Brigade members attended the 24-hour Refresher Course given Jan. 11 — 13. Assisting Fire Chief Chin Harms, were instructors Errol Brown and Ernie Williams. Certificates were presented by Technical Manager Bob Clapp (far right).



The refresher course held on Jan. 18 — 20 was attended by 23 VFB members, 6 Lago Police members and 2 Government Fire Brigade members. Co-instructors were VFB Captains Wim Diaz, Segundo de Kort and VFB Lt. Meleno Pourier. Certificates were presented by Process Manager Øystein Dahle.



Eleven new Lago VFB members, 4 firefighters of the Bonaire Petroleum Company and 3 firemen of the Government Fire Brigade attended a 40-hour Basic Fire Training course Jan. 23 — 27. Certificates were presented by Vice President J. R. Gibbs (far left).

Bonaire Petroleum Corporation firefighters Willem Werleman, Juan Pourier, Elsie Beukenboom and Freddy St. Jago are flanked here by VFB Captain Errol Brown (1) and Fire Chief Chin Harms, VFB Capt. Ernie Williams and Vice President J. R. Gibbs.



## Fire Practices Help Keep Volunteer Firemen in Shape For Action in Emergencies

We all know the adage: Practice Makes Perfect. With practice, skills and techniques learned become almost second nature to a person, causing expert and spontaneous reaction to whatever he dedicates himself to.

The Lago Volunteer Fire Brigade, with the responsibility to save lives and prevent material losses in the refinery, keeps its members in tip-top shape all the time through a series of practices at the Fire Training Facilities. Following their 40-hour Basic Fire Training program, which initiates them as firemen, they participate yearly in several fire training practices, refresher courses and periodic fire drills to help keep them on their toes.

Besides sharpening their skills in the use of firefighting equipment and protective gear, they also have the chance to practice — what is very important — good team work. Good and frequent training practices gives them the confidence they need to keep a "cool" head in fire emergencies where quick thinking and swift action are essential.

Through these programs Lago's Fire Brigade members are kept abreast of the latest equipment and methods used in combating refinery fires. Other programs include special training sessions conducted by firefighting experts of affiliated companies and the participation of a group of Lago volunteers in a fire training course in Texas last year.





Trying on his 25-year service watch here is Everardo Croes (c) of Mechanical - M P & C, Distr. Everardo's service anniversary was Jan. 12.

At right, Mariano M. Gei (2nd left) of Mechanical - Metal Trades is presented his 30-year service award on his anniversary January 14.



## Ed del Valle, Rich Davies Ta Acepta Posicion Nobo Cu Esso Inter-America, Inc.

Na Maart, Eduardo (Ed) G. del Valle y Richard (Rich) O. Davies ambos lo traslada pa Esso Inter-America, Inc., Coral Gables, Florida.

Ed, kende actualmente ta Division Superintendent di Process - Utilities, a acepta e posicion di Senior Adviser den e Logistics Department. Den e funcion ey el lo trata cu questionnan di prijs y un spectro mas amplio di trabao di analisis di suministro. Ed lo reporta na su trabao nobo durante promer siman di Maart.

Ed, kende tin un grado di doctor den Ingenieria Química di Louisiana State University, a traha casi 3½ anja cu Exxon su MCS Department na Florham Park, New Jersey promer cu el a join Lago na 1973. El a ocupa varios posicion den Lago su Technical Department promer cu el a traslada pa Process Department como Utilities Division Superintendent na September anja pasá.

Acompanjando Ed na su lugar nobo di trabao ta su casá Margarita, yiunan Margarita (11), Eduardo (10) y Francisco (5).

Rich Davies lo traha como Senior Adviser na EIA su Corporate Planning and Economics Department. El lo cuminsa su asignacion nobo aproximadamente 15 di Maart.

Rich tin un grado di Bachiller den Ingenieria Mecánica y un grado di Business Administration den Matemática y Finanzas di Universidad di Chicago.

Actualmente Superintendente di Crude & Products Coordination Division den Technical Department, Rich a bin na Lago na Juli 1972 despues di traha tres anja cu Corporate Planning Corporation na New York City.

Promer cu el a asumi su actual responsabilidadnan na September 1976, Rich a ocupa varios posicionnan den

## Application Forms for Summer Training Program For College Students Available as of March 1

Lago will again sponsor a summer training program for college students. This eight-week program will start June 19 and close on August 11, 1978. The program is intended to provide an opportunity for students to obtain experience of value to their future careers.

The program will be open to students who have completed at least one year of university or college-level studies, and whose parents are residents of Aruba. Applicants must be available to participate for at least four of the eight-week period in order to qualify. The number of participants accepted will be limited by the number of meaningful jobs available with priority given to participants having the best match between educational background and available job opportunities.

This year's summer training will start with a two-day orientation, after which students will start their assignments in the various departments. This two-day orientation will include sessions on the following topics: The Oil Industry, Esso Inter-America and Exxon Corporation, Lago Operations, Main Functions of Each Lago Department, Process Units and Refinery Tour.

No applications will be accepted after MAY 15, 1978, to permit time for the Training Section to develop the best possible match between the participants' background and educational accomplishments and the jobs available. Applications for this program are available at Lago's Training Section, Room 173, General Office Building, as of March 1, 1978.

## Knock Engines in The Labs

(Continued from page 10)

The unit used for the Supercharge Method also consists of a single-cylinder engine with accessories mounted on a base. It is equipped with controls for varying manifold pressure and fuel flow. The operating conditions for this method are totally different from the other methods. The Research and Motor Methods determine the octane number of a gasoline by comparing its knocking tendency with those of blends of ASTM reference fuels of known octane number under standard operating conditions. This is done by varying the compression ratio for the sample to obtain standard knock intensity as

Crude & Product Coordination y Economics and Planning Divisions den Technical Department.

Rich su casá Marilee lo acompaña na su asignacion nobo na Coral Gables.

measured by an electronic detonation meter.

The Supercharge Method determines the performance number of aviation gasoline by comparing its knock-limited power with those of blends of reference fuels under standard operating conditions.

The units simulates a spark-ignition reciprocating aircraft engine, while the other simulates spark ignition engines.

Octane number of motor gasolines and performance number of aviation gasolines are critical specification requirements and are a measure of the performance quality of the gasoline. The higher the octane or performance number, the better the product will perform in an engine — provided all other specification requirements are within specified limits.

These engines, which cost over \$ 100,000, are operated by dedicated Inspection Section personnel.